

# Wellness grants

## Overview

The Citywide Wellness Committee offers wellness grants of up to \$1,000 for departments to apply for to promote employee health and well-being. All proposals should be related to the goals of the Wellness Committee (listed on back) and City policy.

## Criteria for wellness grants

- Identify a department Wellness Grant Champion or team responsible for implementing the project who will act as the liaison between the department and the City's Wellness Committee.
- Develop a realistic plan for establishing a program to improve the health of employees. The Wellness Committee will consider the following:
  - Sustainability: Is this a program that can remain in place after the initial investment?
  - Reach: How many people can engage and can all fitness/wellness levels participate in some way?
  - Connection to goals: Does it support a Wellness Committee goal, City policy or initiative, or existing department wellness initiative?
  - Approvals needed: Some projects may need approval from other City departments (i.e., Finance and Property Services, City Attorney's Office).
  - Communication plan: How will you make your employees aware of the program?
- Commit to work with the Wellness Committee to evaluate and assess the effectiveness of the programs and services you offered through the wellness grant.

Ineligible expenses include workstations and changes to spaces (except those listed).

## Application process and timeline

Wednesday, Aug. 10	Wellness grant application available.
Noon-1 p.m., Wednesday, Aug. 17	Wellness grant information session in Room 525, Public Service Center. (An opportunity to get questions answered; attendance not required).
5 p.m., Sept. 16	Application deadline.
September 26-30	Wellness Committee reviews applications, selects grant recipients.
Week of Oct. 10	Grant recipients notified.
1-2 p.m., Oct. 20	Meet with all grant recipients in Room 525, Public Service Center, to discuss process and procedures for using grant money.

## About the Citywide Wellness Committee

The City of Minneapolis Wellness Committee is a team of employees representing many City departments and exists to:

1. Create and support a healthy work place.
2. Plan activities that promote health and wellness among employees.
3. Advocate for worksite policies and environments that support improved health.
4. Serve as leaders and champions of wellness in the workplace.

## Wellness Committee goals and initiatives

**Healthy eating:** Ensure that healthy foods are available to employees by increasing nutritious options and reducing unhealthy foods available in the workplace. Develop and support healthy eating opportunities that align with the City of Minneapolis Healthy Food Policy passed in 2009.

**Wellness Committee initiatives include:**

- Community Supported Agriculture (CSA) that delivers farm fresh foods straight to our employees.
- Re-Think Your Drink education about the health impacts of sugar-sweetened beverages.
- Technical assistance and resources to staff who purchase meals and food and stock vending machines on how to meet policy expectations.

**Possible wellness grant examples:**

- Small kitchen appliances (e.g., juicer, slow cooker).
- Water dispensers or pitchers.
- Creation or expansion of a garden.
- Fund or partially fund healthy snacks in vending machines.
- Build a library with healthy resources (e.g., cookbooks, magazines).

**Physical activity:** Provide opportunities for City of Minneapolis employees to be physically active during and outside of the workday.

**Wellness Committee initiatives include:**

- Physical activity opportunities (e.g., Runnin' with the Law 5K, Step to it Challenge and Ride Your Bike to Work Day).
- Subsidized Nice Ride memberships for employees.
- Subsidized a program to allow employees to purchase activity trackers.

**Possible wellness grant examples:**

- Portable exercise equipment (e.g., yoga mats, hand weights).
- Onsite exercise classes.
- Bike accessories for shared bikes.
- Financial support for races/event fees.
- Entry fees for recreation teams (e.g., department kickball team).

**Mother-friendly:** Ensure that City buildings and processes are welcoming and helpful to nursing mothers in the workplace.

**Wellness Committee initiatives include:**

- Inventory and process for accessing the current lactation spaces in City buildings.
- Technical assistance and resources to identify Women's Economic Security Act-compliant lactation spaces in additional sites as they are identified.

**Possible wellness grant examples:**

- Fund upgrades to lactation rooms (e.g., décor, hospital-grade breast pump, refrigerator).

**Stress management and work-life balance:** Provide employees with opportunities to learn techniques and strategies for managing stress in the workplace and at home.

**Wellness Committee initiatives include:**

- Mindfulness training.
- Classes on work-life balance and other topics designed to decrease stress among employees.

**Possible wellness grant examples:**

- Subscriptions to meditation smartphone apps.
- Stress management classes.